

MODULE 4

FINDING YOUR VOICE

Finding your Voice is a learnable skill — not a personality trait.



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What Is Finding your Voice?

- Finding your Voice is the ability to speak up for yourself — to communicate your needs, preferences, and rights clearly and respectfully.
- Finding your Voice is not complaining — it's communicating
- Finding your Voice is not demanding — it's informing others of what you need to succeed
- Finding your Voice is not a one-time event — it's an ongoing practice that gets easier with repetition
- Finding your Voice includes knowing your rights — and knowing when and how to use them



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How Each Flock Member Finds Their Voice

- Finding your Voice is a communication behavior — which means your Flock style shapes how you naturally do it, and where you may need coaching.



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Eagle — How They Find their Voice



- Direct, confident, and results-focused.
- Eagles speak quickly - sometimes before fully hearing others out.
- *Coaching tip: Slow down and listen first.*
- *Your advocacy is strong; make sure it's also heard.*



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Peacock — How They Find their Voice

- Enthusiastic and expressive. Peacocks advocate with energy and story — they connect emotionally and inspire others.
- *Coaching tip: Stay on topic.*
- *Your enthusiasm is powerful.*
- *Focus on the specific need or matter at hand.*



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Dove — How They Find their Voice

- Careful and harmony-seeking. Doves may wait to be asked before speaking up, especially in group settings.
- *Coaching tip: You have permission to speak up.*
- *Your voice matters.*
- *Practice using your voice before you need it.*



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Owl — How They Find their Voice



- Researches before speaking.
- Owls want to be accurate and prepared — They Find their Voice thoughtfully and with detail.
- *Coaching tip: Sometimes good enough is enough.*
- *Gather what you know and act*
- *You don't need every answer before speaking up.*



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Finding your Voice TOOLS

KNOW YOUR RIGHTS

Two paths. Same destination:
knowing your rights and how to use them.



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Route A: The Student Path — Your IEP

- An Individualized Education Program (IEP) is a legal document created in partnership with the participant, their family, and their school team. It is one of the most powerful Finding your Voice tools available to students with disabilities.
- The IEP is not something done TO the student — it is created WITH the student. It outlines accommodations, goals, and transition plans — all of which are negotiable
- Students have the right to attend and participate in their own IEP meetings
- The IEP is protected under IDEA — the Individuals with Disabilities Education Act
- Key question every student should know: What must I disclose, to whom, and when?



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Who Is in the Room

- The student — the most important voice in the room
- Parents or guardians
- Regular and special education teachers
- School administrators and transition coordinator



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Route B: ADA & Workplace Rights

- The Americans with Disabilities Act (ADA) is a federal law that prohibits discrimination against individuals with disabilities in employment, public accommodations, transportation, and other areas of public life.
- The ADA covers employers with 15 or more employees (full time & part time)
- Qualified individuals with disabilities cannot be discriminated against in hiring, promotion, or job duties
- Employers are required to provide reasonable accommodations — unless doing so causes undue hardship
- You are not required to disclose your disability before a job offer — disclosure is your choice
- After an offer, you may disclose and request accommodations for job duties



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END OF POWERPOINT

FINDING YOUR VOICE

Now that you found it—go out and use it (for good).



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